Equal Employment Opportunity Data Posted Pursuant to the No FEAR Act:

Department of the Interior (includes sub-level offices)

For 3rd Quarter 2023 for period ending June 30, 2023

			Compar	ative Data		
Part 1 Complaint Activity		Pre	evious Fiscal Year D	ata		2022 Th 00 20
	2018	2019	2020	2021	2022	2023 Thru 06-30
Number of Complaints Filed	366	301	274	239	257	198
Number of Complainants	351	297	267	232	249	195
Repeat Filers	14	4	7	7	8	3

Dort 2 Commisints by Dosis		Comparative Data												
Part 2 Complaints by Basis		Pre	evious Fiscal Year D	Data		2022 Th								
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2018	2019	2020	2021	2022	2023 Thru 06-30								
Race	118	80	71	83	60	62								
Color	38	29	27	20	27	26								
Religion	20	9	9	12	32	10								
Reprisal	200	161	148	150	125	113								
Sex	138	108	104	93	79	65								
PDA	1	2	3	2	1	1								
National Origin	53	33	12	34	25	23								
Equal Pay Act	1	1	1	2	4	3								
Age	114	113	100	75	76	84								
Disability	119	88	100	75	84	78								
Genetics	2	2	1	0	3	5								
Non-EEO	19	15	16	8	6	5								

Part 3 Complaints By Issue			Compar	ative Data		
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.						
Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions.			2023 Thru 06-30			
The reporting of Reassignment Claims has been changed from two separate Denied and Directed rows to one combined row: the first row now accommodates both "Reassignment: Denied/Directed" and the second row has been deprecated for the current FY starting in			_			
FY2023.	2018	2019	2020	2021	2022	
Appointment/Hire	32	32	35	40	30	10
Assignment of Duties*	40	43	23	27	25	0
Awards	4	7	2	3	2	2
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	1	0	1	1	1
Reprimand**	13	8	13	13	8	0
Suspension	13	8	15	15	13	5
Removal	16	10	19	5	3	2
Other Disciplinary Actions**	0	0	0	0	0	23
Other 2**	0	0	0	0	0	0
Duty Hours*	1	5	6	5	5	0
Perf. Eval./ Appraisal	38	31	32	29	28	22
Examination/Test	2	0	0	5	1	1
Harassment			•	•	•	•
Non-Sexual	183	158	120	114	125	98
Sexual	12	7	8	4	2	2
Medical Examination	1	1	2	0	3	2
Pay including overtime	2	6	4	11	10	8
Promotion/Non-Selection	54	25	39	26	36	32
Reassignment		•	•			•
Reassignment: Denied/Directed	1	1	4	1	2	0
Directed	14	14	10	8	2	4
Reasonable Accommodation Disability	41	22	35	24	33	38
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	16	1
Retirement*	2	3	3	4	4	0
Sex-Stereotyping	2	0	0	1	0	1
Telework	11	3	4	3	11	5
Termination	30	20	25	22	23	16
Terms/Conditions of Employment*	49	41	40	35	32	0
Time and Attendance	15	14	20	12	7	10
Training	13	12	11	6	9	9
Other Terms/Conditions of Employment*	0	0	0	0	0	66
User Defined - Other 1*	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0

	Comparative Data									
Part 4 Processing Time		Pro	evious Fiscal Year D	Pata		2022 Thru 06 20				
	2018	2019	2020	2021	2022	2023 Thru 06-30				
Complaints pending during fiscal year										
Average number of days in investigation	183.94	203.24	183.81	224.48	179.68	178.79				
Average number of days in final action	52.62	55.4	112.45	108.1	47.32	45.07				
Complaints pending during fiscal year where h	nearing was requested									
Average number of days in investigation	189.47	205.16	179.02	225.26	198.57	173.77				
Average number of days in final action	34.69	40.58	74	66.07	34.67	30.78				
Complaints pending during fiscal year where h	nearing was not reques	ted				•				
Average number of days in investigation	181.58	203.32	180.04	210.81	173.35	187.85				
Average number of days in final action	69.12	73.59	157.66	157.12	62.4	151.20				

	Comparative Data											
Part 5 Complaints Dismissed by Agency		Previ	ous Fiscal Year	Data		0000 TI 00 00						
	2018	2019	2020	2021	2022	2023 Thru 06-30						
Part 5 Complaints Dismissed by Agency	24	33	27	22	27	2						
Average days pending prior to dismissal	107.29	209.73	165.41	178.18	101.77	100.00						
С	omplaints Withdr	awn by Complai	nants									
Total Complaints Withdrawn by Complainants	26	13	20	22	14	11						

	Comparative Data												
Part 6 Total Final Agency Actions Finding Discrimination				Previ	ous Fis	cal Year	Data				2023 Thru		
Part 6 Total Final Agency Actions Finding Discrimination		018	20)19	20)20	20)21	20)22	06	6-30	
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	1		4		7		26		3		1		
Without Hearing	0	0	0	0	4	57	21	81	2	67	1	100	
With Hearing	1	100	4	100	3	43	5	19	1	33	0	0	

Part 7 Finding of Discrimination Rendered by						Compara	tive Data					
Basis				Pre	vious Fis	cal Year D	ata				2023	3 Thru
Note: Complaints can be filed alleging multiple	20)18	2019		20)20	20)21	20)22	06	-30
bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		4		7		26		4		1	
Race	1	50.00	0	0.00	1	14.29	8	30.77	0	0.00	0	0.00
Color	1	50.00	0	0.00	1	14.29	4	15.38	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	1	3.85	0	0.00	1	100.00
Reprisal	2	100.00	3	75.00	4	57.14	20	76.92	2	50.00	0	0.00
Sex	1	50.00	2	50.00	2	28.57	12	46.15	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	1	50.00	0	0.00	1	14.29	2	7.69	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	1	50.00	2	50.00	2	28.57	4	15.38	0	0.00	0	0.00
Disability	0	0.00	0	0.00	4	57.14	8	30.77	2	50.00	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Findings After Hearing] 1		4		3		5		1		0	
Race	1	100.00	0	0.00	0	0.00	4	80.00	0	0.00	0	0.00
Color	1	100.00	0	0.00	0	0.00	1	20.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	1	100.00	3	75.00	1	33.33	5	100.00	1	100.00	0	0.00
Sex	1	100.00	2	50.00	1	33.33	2	40.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	1	100.00	0	0.00	0	0.00	1	20.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	1	100.00	2	50.00	2	66.67	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	3	100.00	3	60.00	0	0.00	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
	•											
Finding Without Hearing	1		0		4		21		3		1	
Race	0	0.00	0	0.00	1	25.00	4	19.05	0	0.00	0	0.00

Color	0	0.00	0	0.00	1	25.00	3	14.29	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	1	4.76	0	0.00	1	100.00
Reprisal	1	100.00	0	0.00	3	75.00	15	71.43	1	33.33	0	0.00
Sex	0	0.00	0	0.00	1	25.00	10	47.62	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	1	25.00	1	4.76	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	0	0.00	4	19.05	0	0.00	0	0.00
Disability	0	0.00	0	0.00	1	25.00	5	23.81	2	66.67	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Starting in FY2022, issues marked with:

* are reported under Other Terms / Conditions of Employment.

** are reported under Other Disciplinary Actions.

The reporting of Reassignment Claims has been changed from two separate Denied and Directed rows to one combined row: the first row now accommodates both "Reassignment: Denied/Directed" and the second row has been deprecated for the current FY starting in FY2023.

					С	ompar	ative D	ata				
Part 8 Finding of Discrimination Rendered by Issue				Previo	us Fis	cal Yea	ar Data	l	1		2023	Thru 06-
Fait of inding of Dischinination Rendered by issue	20	2018)19	20	20	20	21	20)22		30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		4		7		26		3		1	
Appointment/Hire	0	0	0	0	3	43	3	12	1	33	1	100
Assignment of Duties*	0	0	3	75	1	14	8	31	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action	•			•	•			•		-		-
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand**	0	0	0	0	0	0	2	8	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	1	33	0	0
Removal	0	0	0	0	0	0	1	4	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
Other 2**	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval. / Appraisal	0	0	1	25	0	0	3	12	1	33	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	•	•			•	,				•	•	
Sexual	1	50	2	50	0	0	2	8	0	0	0	0
Non-Sexual	0	0	1	25	1	14	15	58	1	33	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	1	50	0	0	1	14	2	8	0	0	0	0
Reassignment	•	•		•	•	•			•	•	•	
Reassignment: Denied/Directed	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	1	14	7	27	1	33	0	0
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement*	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	3	12	1	33	0	0
Termination	0	0	1	25	1	14	0	0	0	0	0	0
Terms/Conditions of Employment*	0	0	1	25	0	0	11	42	1	33	0	0
Time and Attendance	0	0	1	25	0	0	3	12	0	0	0	0
Training	0	0	0	0	0	0	1	4	1	33	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 1*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0	0	0	0	0	0	0

Findings After Hearing	1		4		3		5		1		0	
Appointment/Hire	0	0	0	0	0	0	1	20	0	0	0	0
Assignment of Duties*	0	0	3	75	1	33	4	80	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action		I				<u>I</u>				l	<u> </u>	1
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand**	0	0	0	0	0	0	1	20	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	1	20	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
Other 2**	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval. / Appraisal	0	0	1	25	0	0	3	60	1	100	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	!	!		!	<u> </u>	!	<u>!</u>	!		!	<u> </u>	!
Sexual	0	0	2	50	0	0	0	0	0	0	0	0
Non-Sexual	0	0	1	25	1	33	4	80	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	1	100	0	0	0	0	0	0	0	0	0	0
Reassignment										•		•
Reassignment: Denied/Directed	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	1	33	2	40	0	0	0	0
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement*	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	1	20	0	0	0	0
Termination	0	0	1	25	1	33	0	0	0	0	0	0
Terms/Conditions of Employment*	0	0	1	25	0	0	4	80	0	0	0	0
Time and Attendance	0	0	1	25	0	0	3	60	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 1*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0	0	0	0	0	0	0
		I										1

Findings Without Hearing	1		0		4		21		2		1	
Appointment/Hire	0	0	0	0	3	75	2	10	1	50	1	100
Assignment of Duties*	0	0	0	0	0	0	4	19	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action		_								_		
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand**	0	0	0	0	0	0	1	5	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	1	50	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
Other 2**	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval. / Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	•			•				•		•	•	
Sexual	1	100	0	0	0	0	2	10	0	0	0	0
Non-Sexual	0	0	0	0	0	0	11	52	1	50	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	1	25	2	10	0	0	0	0
Reassignment	· 		-									
Reassignment: Denied/Directed	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	5	24	1	50	0	0
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement*	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	2	10	1	50	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment*	0	0	0	0	0	0	7	33	1	50	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	1	5	1	50	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 1*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0	0	0	0	0	0	0

Part 9 Complaints Pending from Previous Fiscal Years By Status	Comparative Data							
		2023 Thru						
	2018	2019	2020	2021	2022	06-30		
Total complaints from previous Fiscal Years	285	277	270	195	134	214		
Total Complainants	276	266	262	188	125	198		
Number complaints pending								
Investigation	6	8	3	1	0	5		
ROI issued, pending Complainant's action	0	2	1	0	1	28		
Hearing	275	255	220	184	113	109		
Final Agency Action	8	16	46	13	19	89		
Appeal with EEOC Office of Federal Operations	62	45	59	76	63	63		

Part 10 Complaint Investigations	Comparative Data							
		2023 Thru						
	2018	2019	2020	2021	2022	06-30		
Pending Complaints Where Investigations Exceed Required Time Frames	18	7	2	8	2	2		